

TOP SECRET 442660

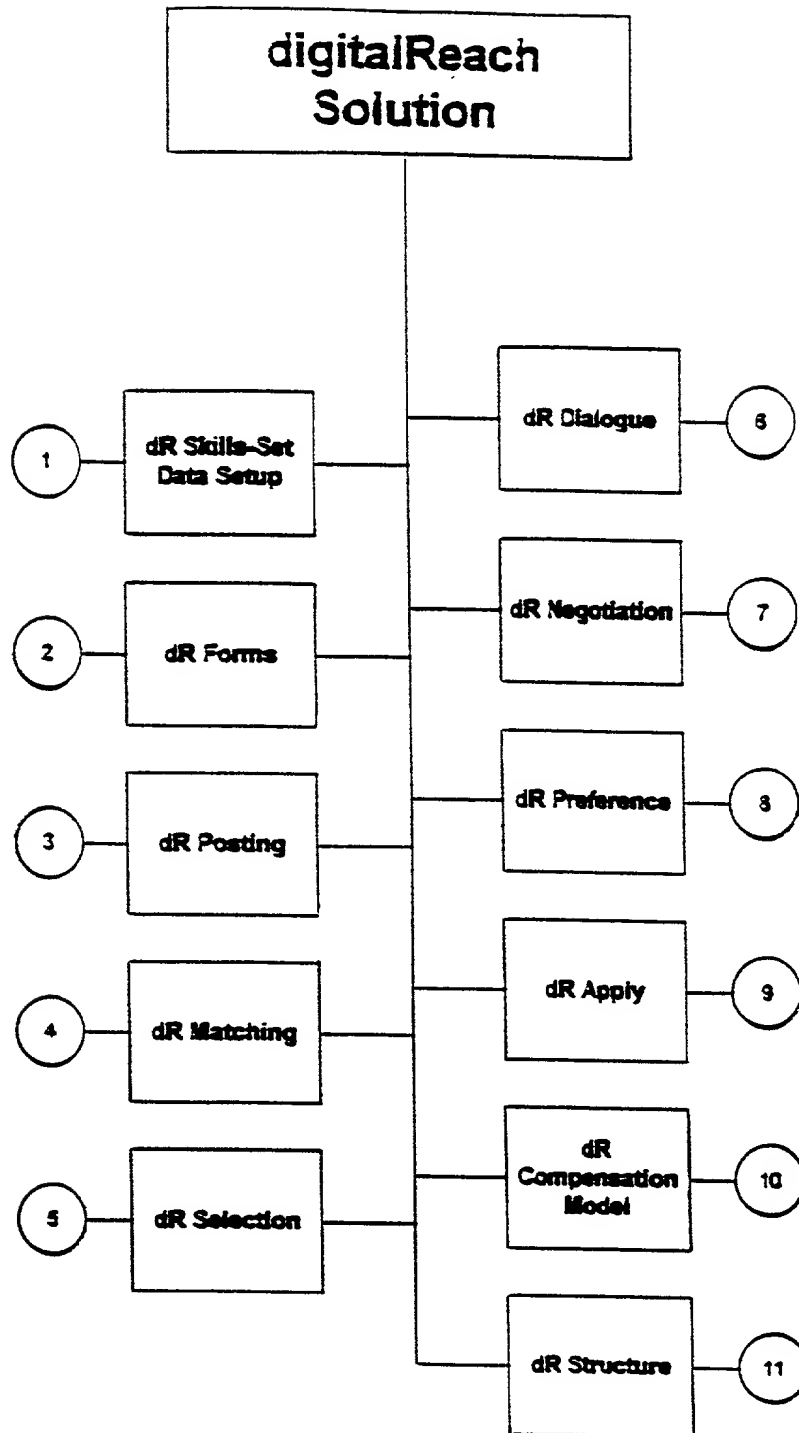


FIG 1

**(1) dR Skills-Set
Data Setup**

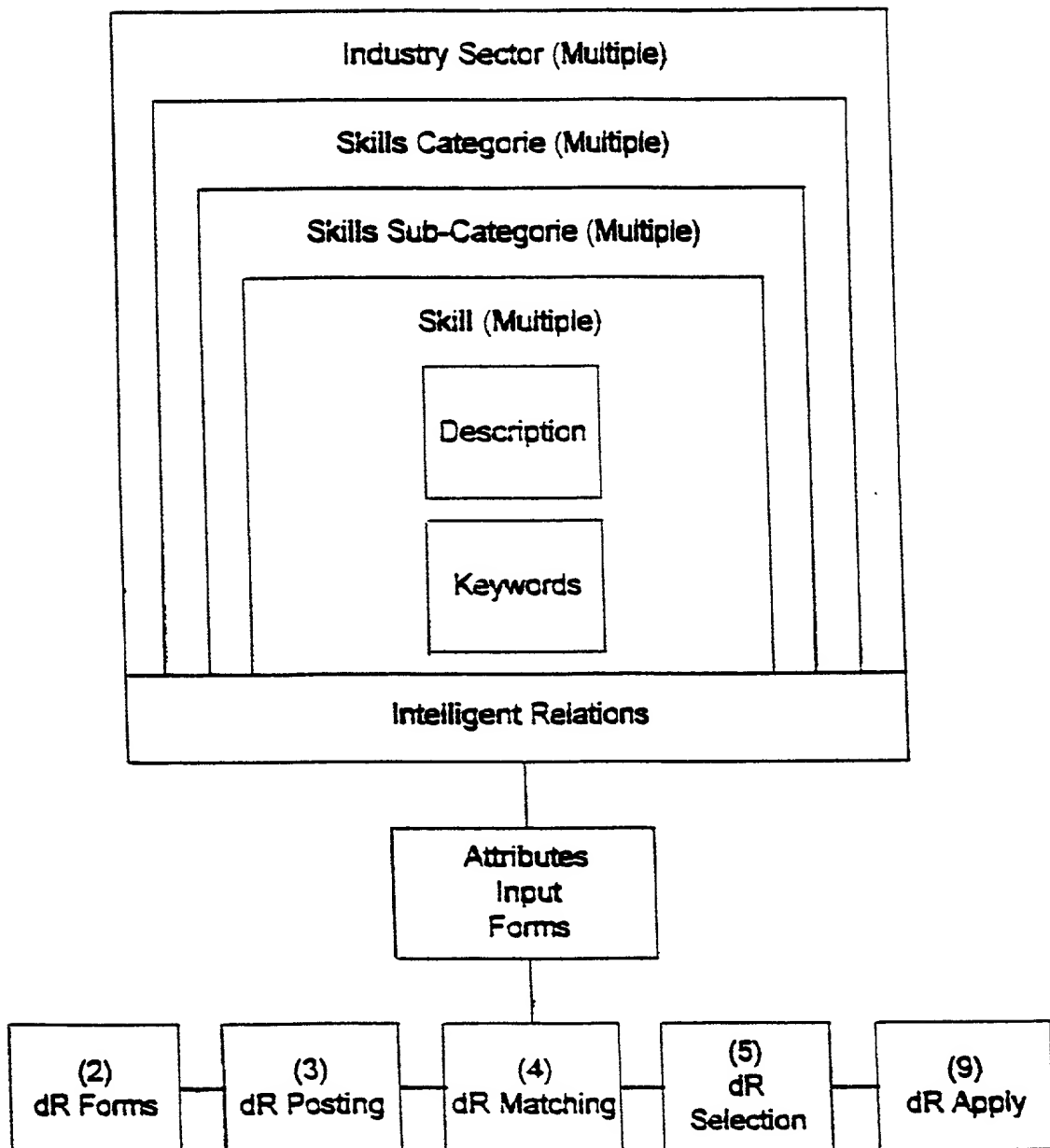


FIG 2

(2) dR Forms

<p>One page drill-in fill-in-the-blank form to manage (add/modify/delete) information on job posting and candidate's profile.</p> <table><tr><td>Template</td></tr><tr><td>Database Access</td></tr><tr><td>Information Publishing</td></tr></table>	Template	Database Access	Information Publishing	Create
	Template			
	Database Access			
	Information Publishing			
	Find Existing			
	Copy			
	Delete			
	Print			
	Fax			
	E-Mail			
	Archive			
	Transfer			
	Close			
Reports				
Statistics				
Match Results				

FIG 3

(3) dR Posting

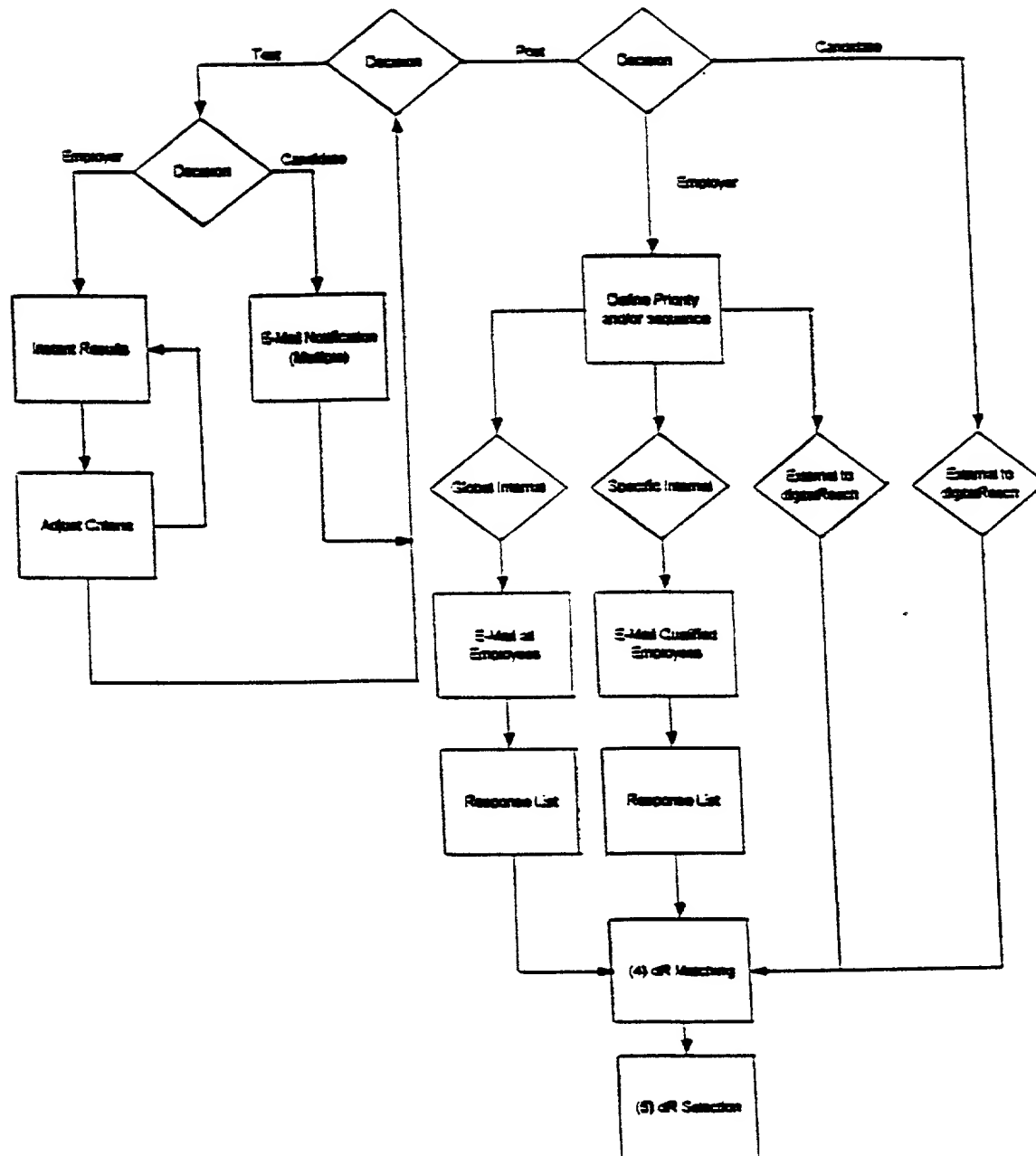


FIG 4

FIG. 5

(4) dR Matching

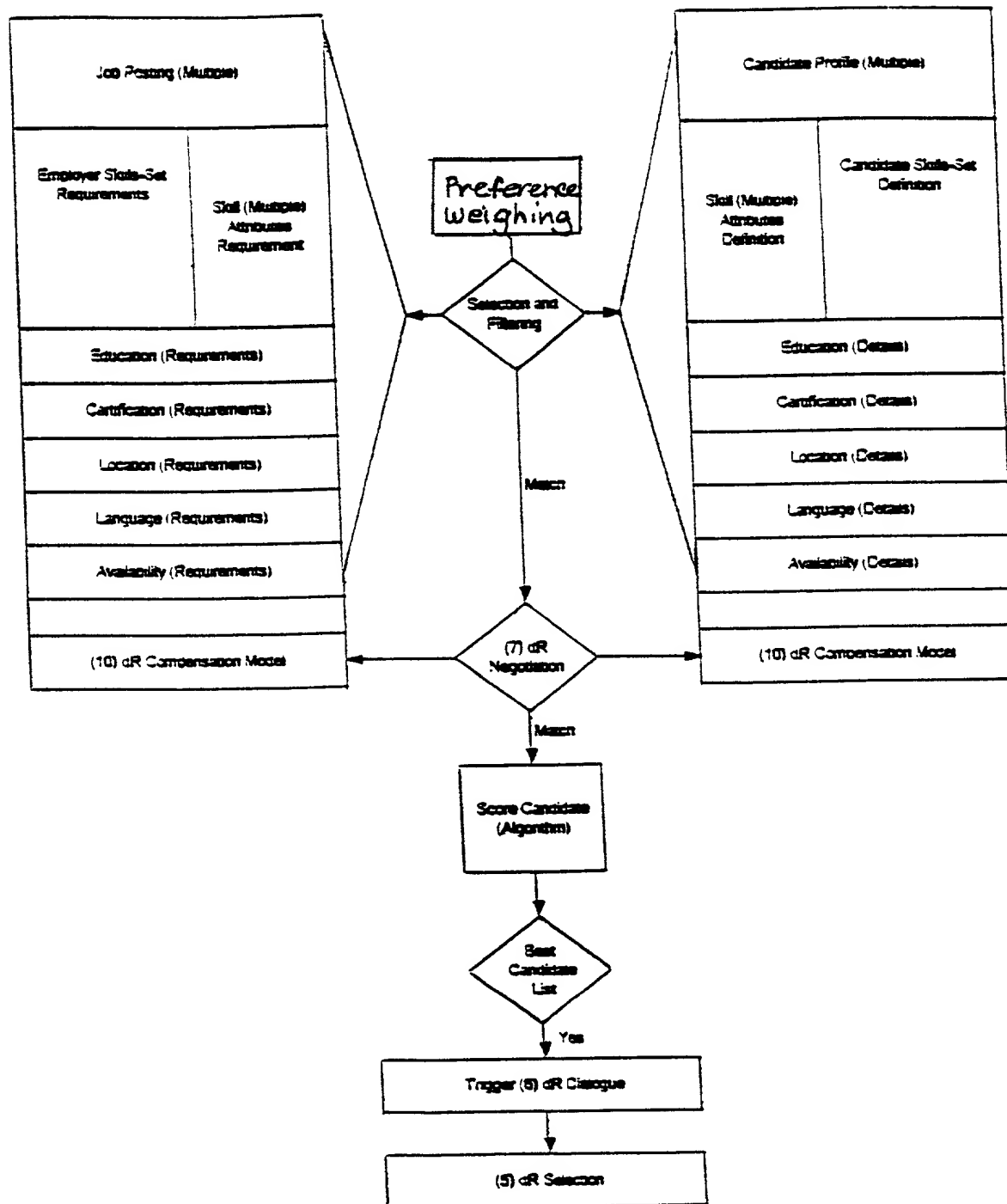


FIG 5

(5) dR Selection

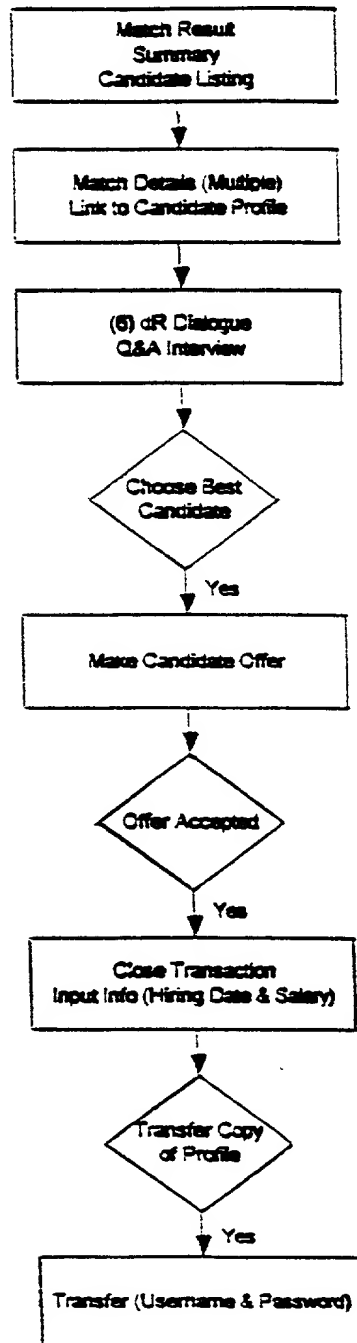


FIG 6

(6) dR Dialogue

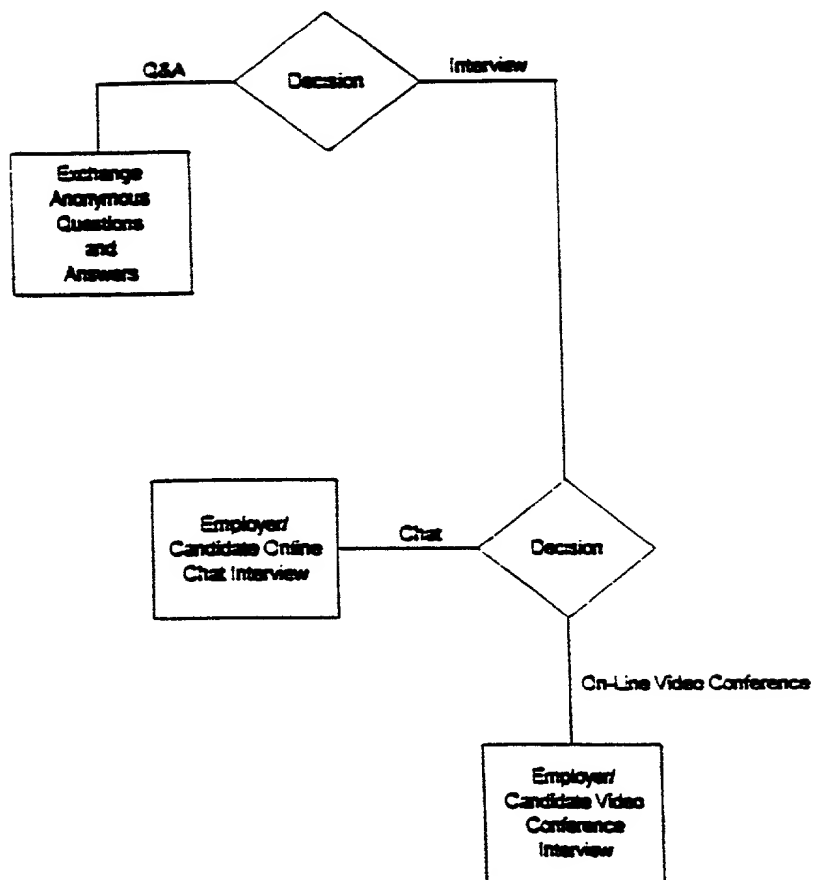


FIG 7

(7) dR Negotiation

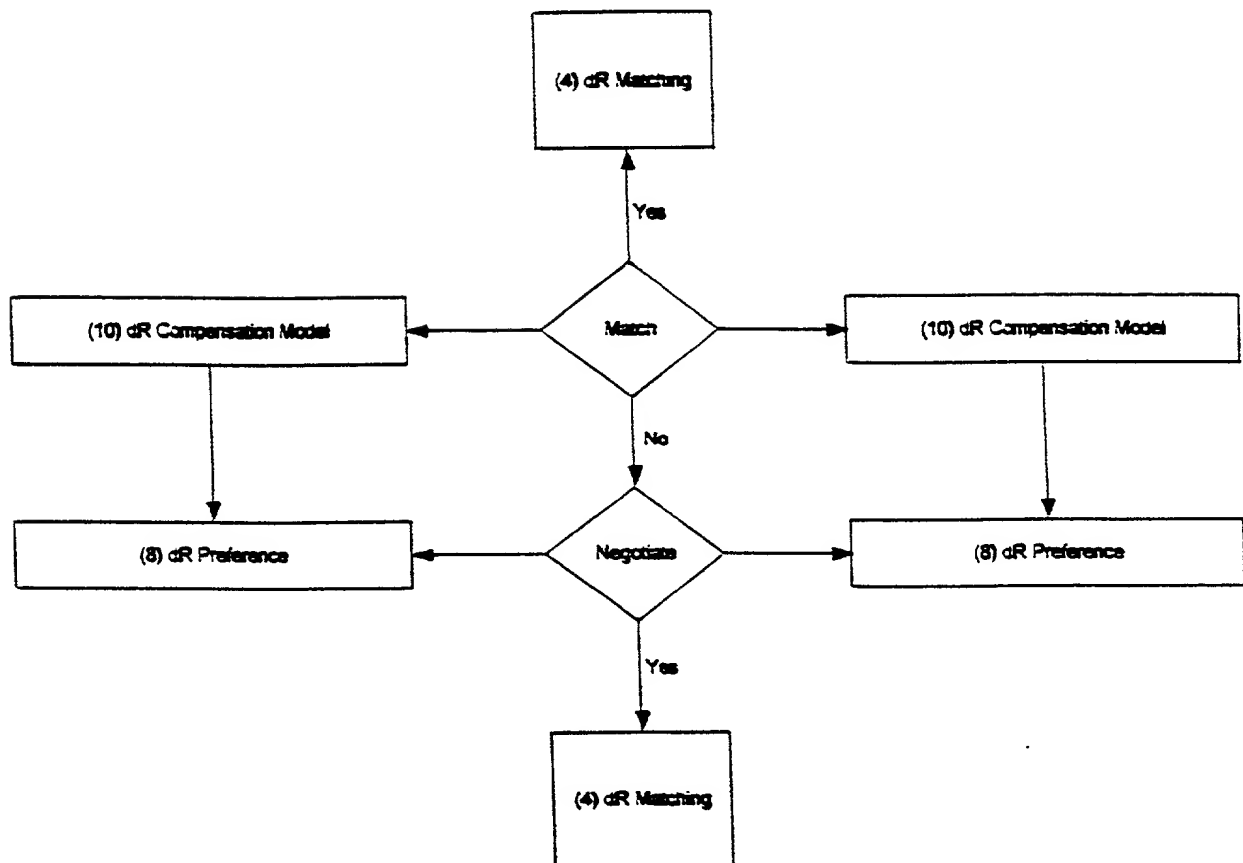


FIG 8

(8) dR Preferences

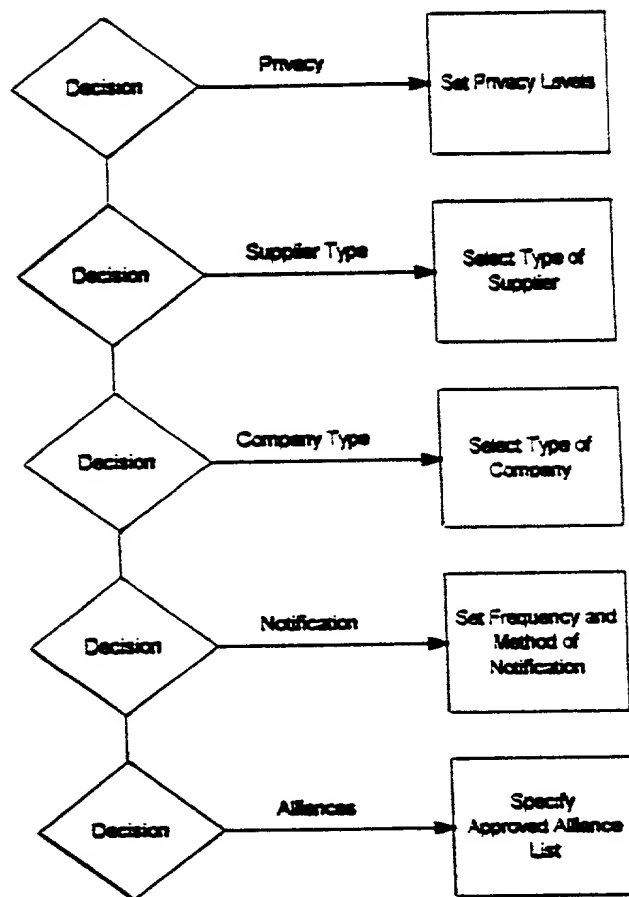


FIG 9

(9) dR Apply

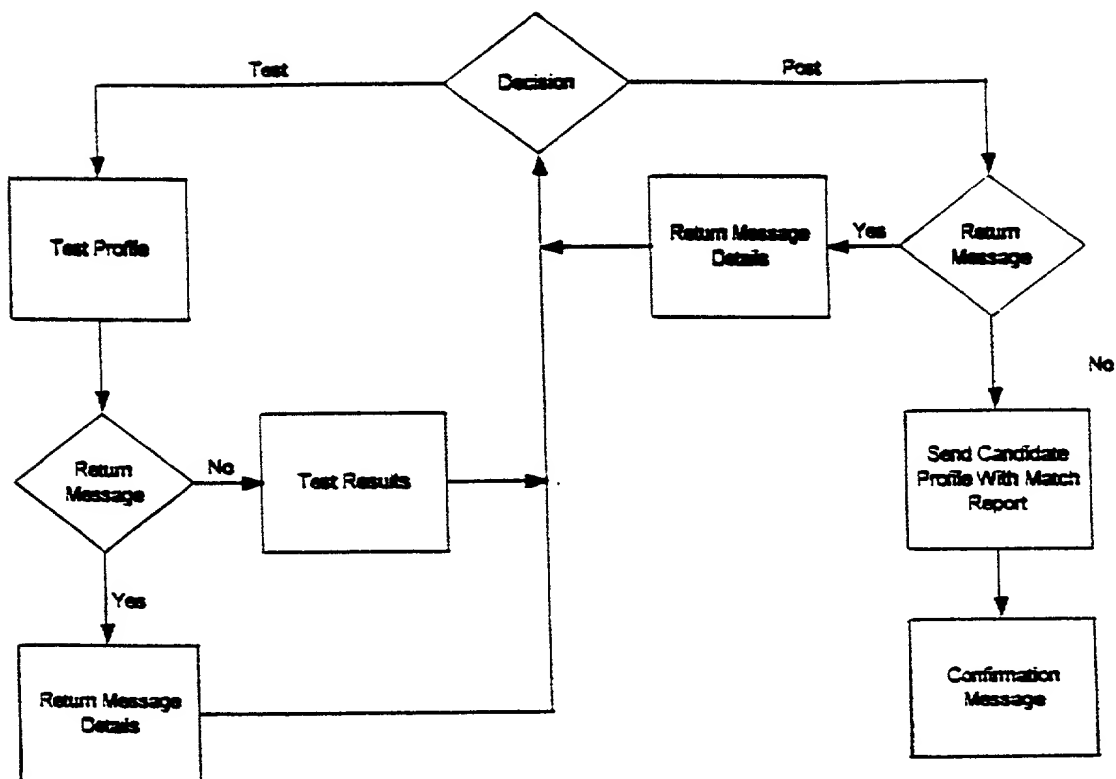


FIG 10

(10) dR Compensation Model

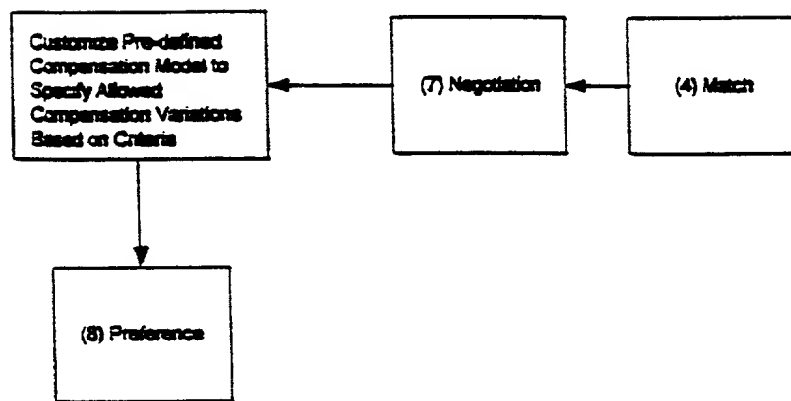


FIG 11

(11) dR Multiple Organizational Units

Company Organizational Level (Multiple)		
Business Alliance (Multiple)		Industry Sector (Multiple)
Specific Reports & Statistics		Global Reporting & Statistics
Transaction (Multiple)		Transaction (Multiple)
Company-Specific Info		Global digitalReach Info

FIG 12